

Labomar Spa

ESG FOCUS



SUMMARY

1. *Corporate Governance Structure*
2. *Supply Chain*
3. *HR Policies Development*
4. *Benefit Society - BCorp*



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Corporate Governance Structure

Composition of the Management Board

6 Members: 5 Male, 1 Female (Vice President)

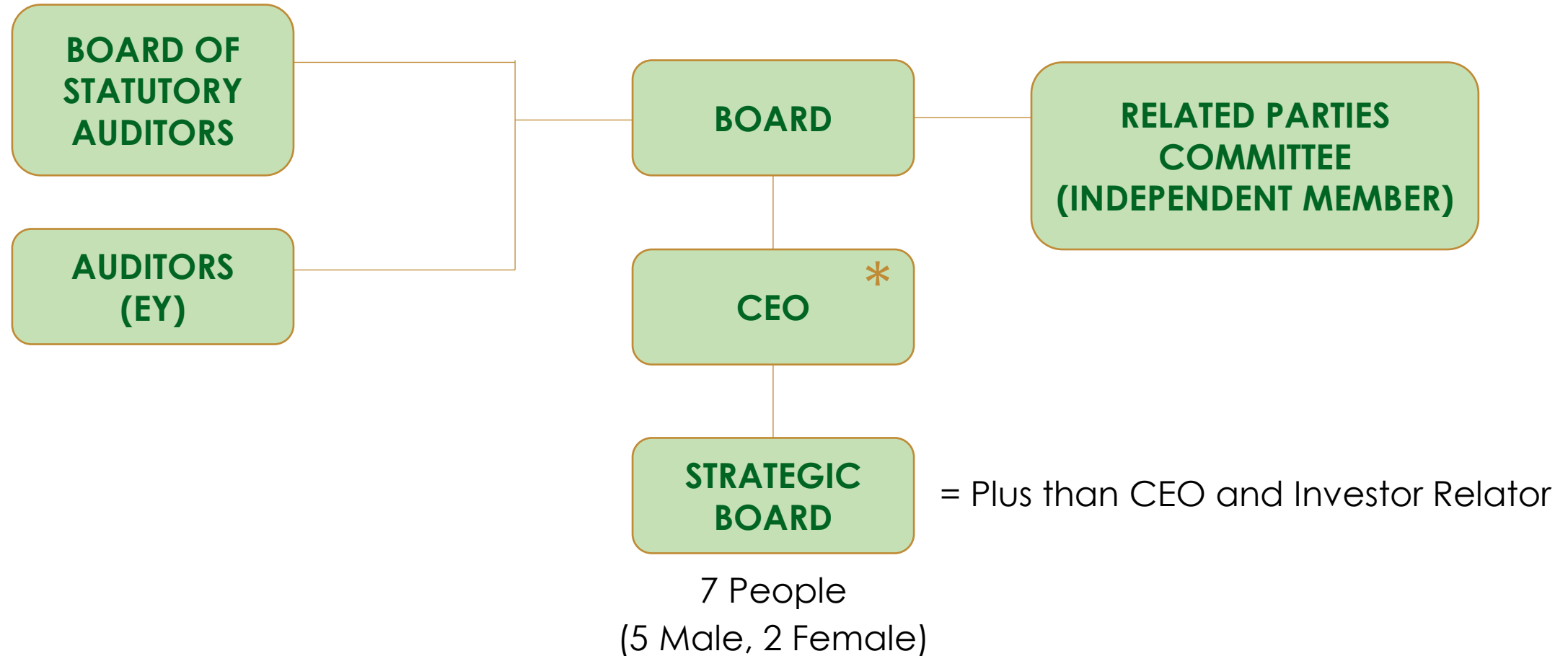
- ✓ President & CEO (1)
- ✓ Vice President (1)
- ✓ Investor Relator (1)
- ✓ Anchor Investor Representatives (2)
- ✓ Independent Member (1)

Non-formalized remuneration policy (current impact: approximately 1% on revenues, approximately 80% reserved for the CEO).

No remuneration is paid to Members of the Board for participation in the Boards of Subsidiaries.



Composition of the Management Board



* Some certain relevant decisions are reserved to the Board

Other Relevant Internal Committees (non-financial risk management)

Supply Chain Assurance

- ✓ Risk assessment related to supply interruptions
- ✓ Safety of supply chains

Quality Assurance

- ✓ Assessment of the risks associated with the quality of the products sold
- ✓ Monitoring of audits, both towards suppliers and carried out by customers

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Supply Chain

Supply Chain

✓ Sustainable supply chain:

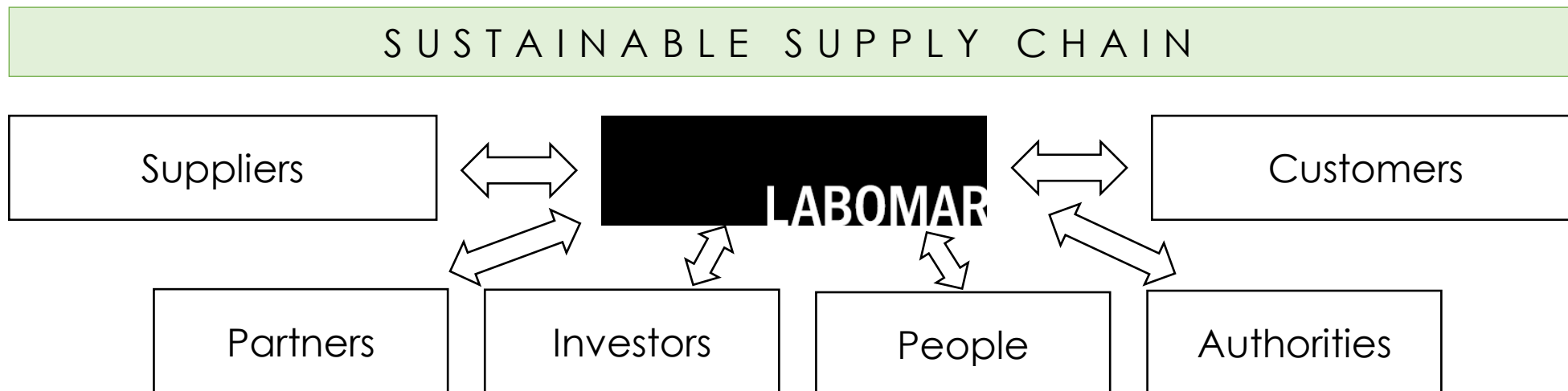
The goal is to make our products sustainable through the implementation of a net of suppliers that are selected, qualified and monitored according to criteria of sustainability.

Suppliers Qualification:

Service	Technical and commercial aspects (competitivity, terms of payment, OTIF,..)
Quality	Quality aspects (Certifications, product evaluation, complaints rate,..)
Sustainability	Social and Environmental aspects (Certifications, ethical policy, greenhouse gas emissions,..)

Supply Chain

- ✓ Our responsibility and commitment cannot be limited to Labomar itself, but has to be spread and shared with all our stakeholders, especially to our suppliers.
- ✓ By including new qualification criteria, Labomar is communicating its preference to Companies, products and services that produce social and environmental value.
- ✓ Labomar commits itself to:
 - ✓ Choose new suppliers with the same mindset
 - ✓ Influence current suppliers to this new approach



Supply Chain

Status	2020	2021
<input checked="" type="checkbox"/>	Run a survey on sustainability with suppliers	
<input checked="" type="checkbox"/>	Clusterize suppliers in order to set projects for SSC	
<input type="checkbox"/>		Implement new suppliers evaluation criteria
<input type="checkbox"/>		Validate supplier policy (selection, qualific., purch.)
<input type="checkbox"/>		Create a new qualification Questionnaire
<input type="checkbox"/>		Define new Supplier Audit criteria
<input type="checkbox"/>		Set a continuous monitoring system

Supply Chain

Focus on sustainable packaging:

Primary

- BIO-PE



- PLA



- R-PET



Secondary

- FSC CERTIFIED PAPER



- RECYCLED PAPER

- BIODEGRADABLE LABEL



Tertiary

- PAPER SCOTCH



- NO FILLERS INSIDE THE BOX



- SUSTAINABLE PALLET FILM



LIFE CYCLE ASSESSMENT according to LCA

(internationally accepted method for substantiating a claim or decision that a product, service or technology is environmentally preferable to another)

3

HR Policies Development

HR Challenges

The Company growth and the choice to be a «**BENEFIT COMPANY**» have an impact in several aspects of HR activities.



OUR CHALLENGES

- **Alignment of personal and Company values;**
- **Attract and recruit** the best competences needed for Company development;
- **Identify & Develop key people and managerial capabilities;**
- **Engage and retain** people: **Wellbeing** and **Total Reward**;
- **Performance Improvement:** Build a stronger and more effective **working environment** (organization, processes, tools and behaviors);
- **Integration and standardization.**

Values Alignment



One of the Strategic projects of 2021 is focused on the redefinition of **Values, Vision and Mission** to sustain the evolution of the Company through a sustainable growth.

Beside the VVM we aim to identify a number of core behaviors to be positively promoted across the organization at all levels and a Leadership Model to address all the personnel development initiatives.

Attract & Recruit

Continue to develop **Employer Branding**: we sustain the continuous growth of the organization searching for the best young talents (cooperation with Universities for Internships programs) and recruiting strong competences (directly and with Headhunting).



Identify & Develop Key People



The Company has always had a focus on Training at all levels of the organization to improve technical and managerial skills.

Continue to improve our internal skills also with the use of **competence assessment** and **coaching**.
Career paths for the key employees.

Engage & Retain

Engagement through internal communication, wellbeing initiatives (welfare portal with the possibility to access to benefits and services), **training and career paths** (internships very often are the first step into the organization and there is a path for development through technical training, training on the job and cross-functional knowledge sharing).



Performance Improvement



The organization is focused on continuous improvement supported by **Lean Manufacturing approach** and **KPI management and improvement**.

Several projects for 2021 are focused on strengthen the organization through process redesign and new digital tools introduction in order to build a stronger and more effective working environment (organization, processes, tools and behaviors).

Integration & Standardization

We are working to improve **process mindset** and **standardization of improvements** focusing on Customer needs and performance monitoring.

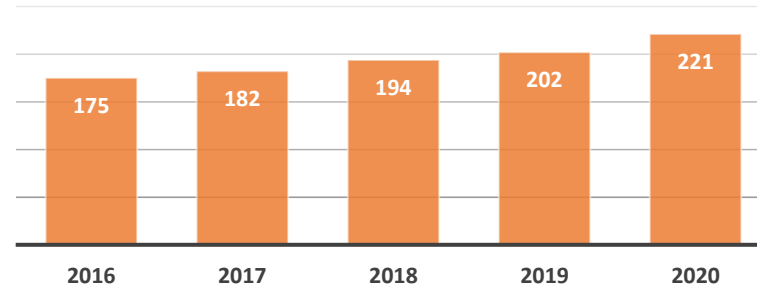


Our People

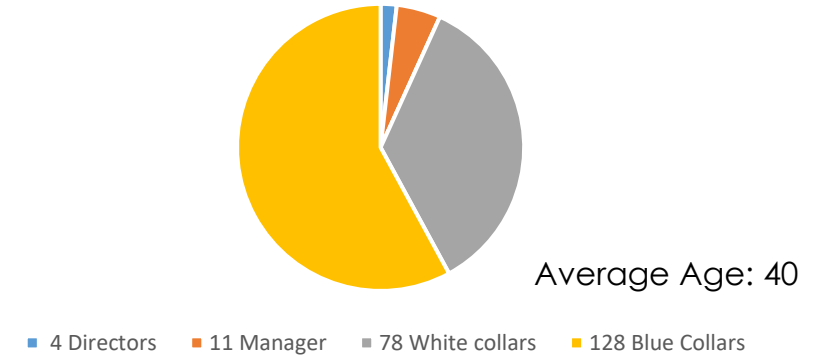
LABOMAR

The Company is growing constantly in the last 5 years

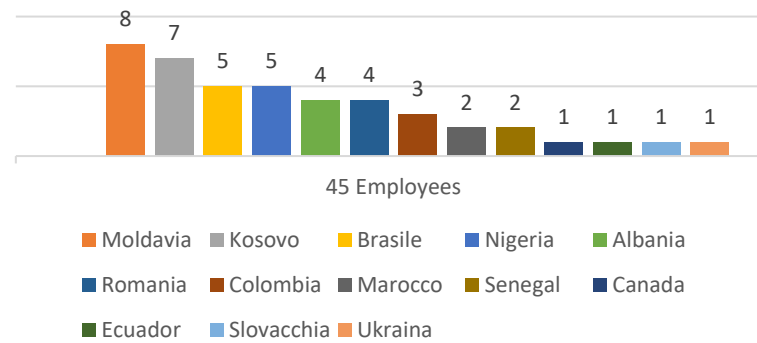
Company N. of Employees 2016 - 2020



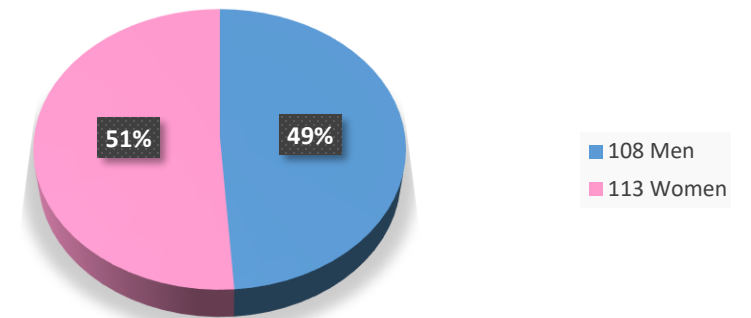
Organization levels



Nationality Diversity besides Italian Citizenship



Diversity: 221 Employees



(Data are referred to Labomar S.p.A.)

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Benefit Society - BCorp

PROJECT VISION, MISSION & IMPACT AREAS

«TAKE CARE OF YOURSELF, RESPECT THE PLANET»

VISION

Attention to nutrition and well-being, respecting the Planet, will shape our societies.

MISSION

Labomar aims to contribute to the awareness and implementation of a correct lifestyle, respectful of the Planet, through conscious food choices and promoting constant practice of physical activity.

YOU HAVE TWO HOMES:



TAKE CARE OF THEM.

SUSTAINABILITY



PEOPLE & CUSTOMERS



INNOVATION



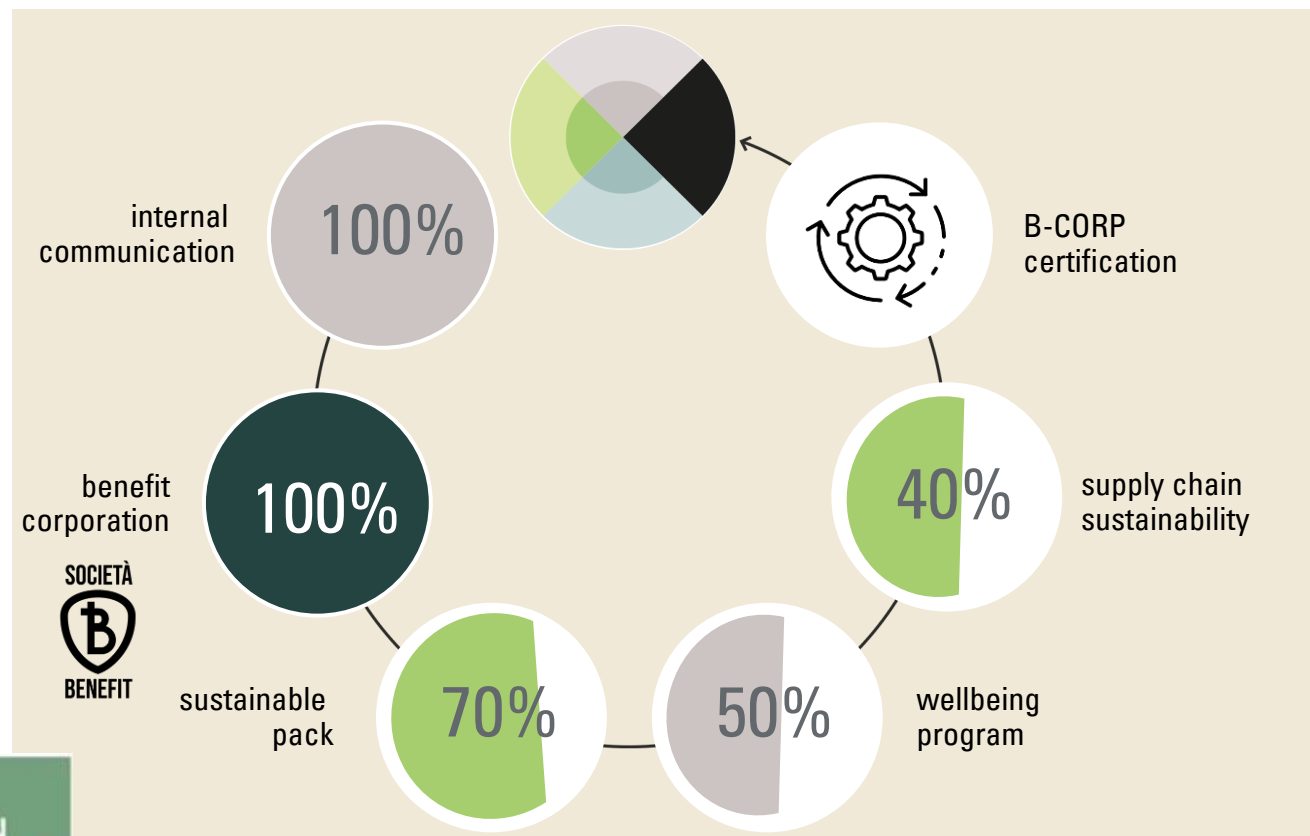
ETHICS



LABOMAR STRATEGIC SUSTAINABILITY PROGRAM

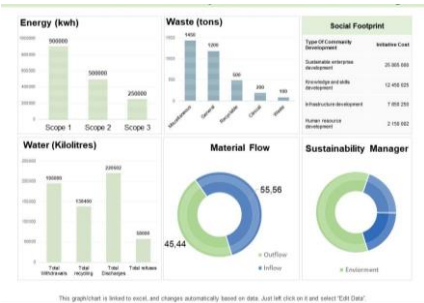


BECIRCULAR
The Sustainability in Labomar



LABOMAR STRATEGIC SUSTAINABILITY ACTIVITIES

LOCAL AREA,
SUPPLIERS & COMMUNITY



ENVIRONMENT



SCORE

PEOPLE & CUSTOMERS

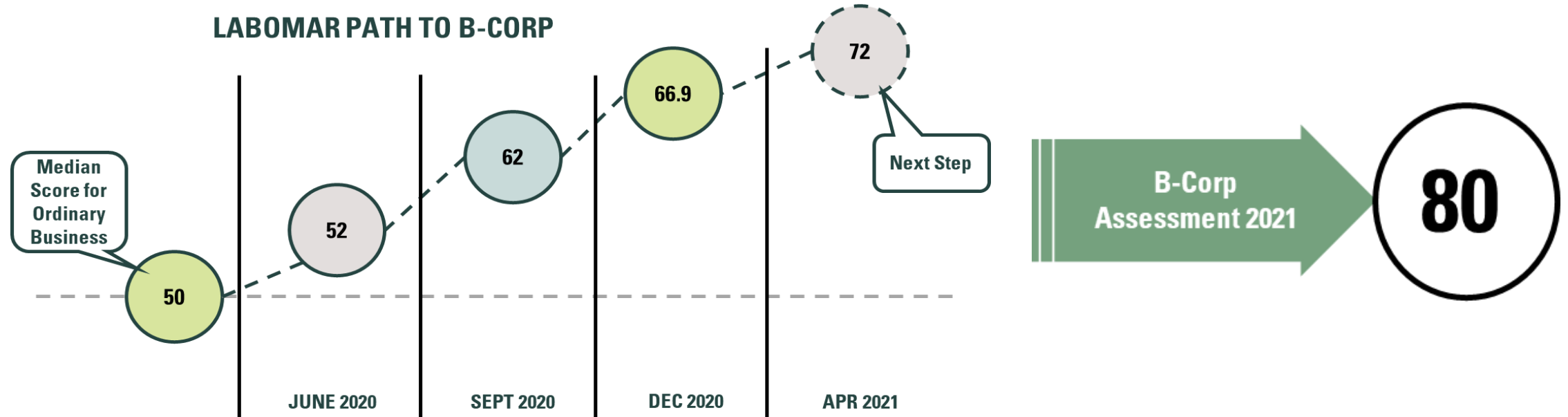


B-CORP CERTIFICATION: CURRENT ASSESSMENT



	Governance	16.1
	Workers	23.2
	Suppliers & Community	12.5
	Environment	11
	Customers	3.8

LABOMAR PATH TO B-CORP



LABOMAR STRATEGIC SUSTAINABILITY ACTIVITIES: COMPLETED in 2020 and first months of 2021

PEOPLE



Development, production and donation of **QUICK+**, alcohol-based hand sanitizer gel.



Donations to «*Casa Religiosa Domus Nostra*», international Congregation supporting vulnerable families.

Labomar Book: a corporate Book to collect vision, mission, values shared with company employees, partner and stakeholders.

Plant a tree: Land of 5.000 m² located in Istrana (Tv) to create a community area



LOCAL AREA, SUPPLIERS & COMMUNITY



Stakeholders Involvement: surveys sending to customers, associations and suppliers to collect perceptions and opinions on their sustainability sensibility with the aim to collaborate.

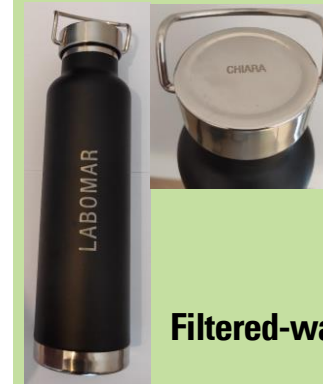


Sustainability KPI: identification of 13 KPI according to GRI (Global Reporting Initiative) Performance Indicators, international standards useful to report our economic, social and environmental performances.

ENVIRONMENT



Reduction plastic and paper consumption policy.



Water bottle customized with Labomar logo and employees names.

&

Filtered-water dispenser in Labomar plants.

Separate collection in partnership with



RENEWABLE ENERGY sources in Labomar plants.

Purchased the **FIRST ELECTRIC CAR**



2021 LABOMAR GOAL

LABOMAR APPROACH TO
SUSTAINABILITY

BECIRCULAR
The Sustainability in Labomar

LABOMAR GOAL FOR 2021
ACHIEVE B-CORP CERTIFICATION